

This Gender Pay Gap Report represents the second year of reporting, encompassing the snapshot date of April 5th 2018.

The Manor House Hotel (Okehampton) Limited is an equal opportunities employer that always promotes from within. All of our senior staff, from Supervisors to Senior Management, without exception, started with the company at a junior level. Promotions are based on one criteria only, ability. They are never based on any other factor, including gender, race, nationality or sexual orientation.

In line with the Equal Pay Act (1970) we are pleased to be able to say that all employees who work in the same role are paid the same hourly rates.

Since the first report was published the mean pay gap has fallen by 0.8% and the Median gap has fallen by 2%.

Whilst the Upper quartile remains predominantly male, due to the departments mentioned below and long standing senior staff, 2018 saw the upper middle quartile having more female representation, whilst the lower quartile saw an increase in males.

The Gender Pay Gap Statistics alone, as reported on the Gov.co.uk website, do not show the unusual employment structure of the hotels, as we employ a full Building & Technical Maintenance Department, as well as a full Golf Course Construction and Maintenance Department.

- In total, these two departments amount to some 55 employees (16.7% of the entire workforce).
- Due to the skilled nature of the majority of these positions, they tend to be at the higher end of the company's pay scale.
- Whilst we endeavour to recruit people of both genders to these roles, and have done on numerous occasions, the current structure is all male.
- Excluding these two departments brings the mean pay gap in hourly pay down to 6.6%.
- It also reduces the median gap to just 0.5%

We have therefore decided to publish our Gender Pay Statistics in full and excluding these two departments, which you will find below:

Mean Gender Pay Gap in Hourly Pay	2018	2019	Excluding GK/Maint
Mean Hourly Rate for male employees	£9.71	£9.96	£9.81
Mean Hourly Rate for female employees	£8.85	£9.16	£9.16
Difference in mean rates	£0.86	£0.80	£0.65
Mean gender pay gap	8.86%	8.03%	6.63%
Median Gender Pay Gap in Hourly Pay			
Median Hourly Rate for male employees	£8.72	£9.01	£8.59
Mean Hourly Rate for female employees	£8.10	£8.55	£8.55
Difference in median rates	£0.72	£0.56	£0.04
Median gender pay gap	7.11%	5.11%	0.47%
Mean Gender Pay Gap in Bonus Pay			
Mean Bonus Pay for male employees	£463.12	£360.11	£341.89
Mean Bonus Pay for female employees	£312.77	£229.36	£229.36
Difference in mean rates	£150.35	£130.75	£120.53
Mean gender bonus pay gap	32.46%	36.31%	32.91%
Median Gender Pay Gap in Bonus Pay			
Median Bonus Pay for male employees	£642.89	£398.06	£347.08

Median Bonus Pay for female employees	£428.40	£208.50	£208.50
Difference in mean rates	£214.49	£189.56	£138.58
Media gender bonus pay gap	33.36%	47.62%	39.93%

Proportion of Males and Females Receiving a Bonus payment

Excluding GK/Maint

Total male employees	181	181	126
Male employees who were paid a bonus	126	155	103
Percentage of Males who were paid a bonus	69.6%	85.64%	81.75%
Total female employees	146	149	149
Female employees who were paid a bonus	106	132	132
Percentage of Females who were paid a bonus	72.6%	88.59%	88.59%

Gender Pay Quartile Figures

Excluding GK/Maint

Quartile	2018		2019		Excluding GK/Maint	
	Male	Female	Male	Female	Male	Female
Quartile 1	18.55%	6.29%	19.05%	5.95%	14.61%	10.11%
Quartile 2	12.89%	12.26%	10.94%	14.06%	9.36%	15.73%
Quartile 3	10.69%	14.47%	10.94%	14.06%	9.74%	15.36%
Quartile 4	13.52%	11.33%	14.69%	10.31%	13.48%	11.61%
Total	55.65%	44.35%	55.62%	44.38%	47.19%	52.81%